



Chief's Update
July 31, 2014

Dear Tempe Police Employees,

Legitimacy and *procedural justice* are two police management concepts gaining momentum and national attention by law enforcement think tanks, academia, and professional organizations.

In their simplest of forms, both concepts refer to our ability as law enforcement - both globally as a profession, and locally as members of independent police organizations - to not only obtain, but retain the public's trust in our ability to carry out our mission. Further, to obtain and retain our legitimacy, we must - at all times - treat all people we come into contact with, with both dignity and respect; engaging in our duties with fundamental fairness so that the end result demonstrates to those we are sworn to protect that we are just, impartial, fair, and professional.

So what does this mean and how does this apply to us? Quite simply, our ability to maintain the public's trust and remain effective relies upon our ability to interact with all members of our community - doing so in a way which is respectful, professional and above all else, fair. Granted, there will be times in which those that we are called upon to deal with simply refuse to treat us with the same amount of respect we are giving to them - and at times engage in conduct against us, or others, which requires force to be utilized - yet, if we remain firm and fair, we will not only accomplish our mission, we will continue to solidify our agency's reputation as a highly skilled, professional organization made up of hardworking and compassionate people.

Our jobs are tough and it takes a person with the right set of qualities and skills to not only be successful, but meet the expectations of our organization and our community. Whereas we are all individuals, what distinguishes us is that as Tempe Police employees, we act with one heart, one mind, and one patch - giving our all for something that is bigger and more important than our needs as individuals.

Beginning Monday, August 4th, we will begin looking for individuals who possess what it takes to be Tempe Police Officers. Applications will be made available until Monday, August 18th and the testing process is scheduled to take place September 25th; due to retirements and normal attrition, we anticipate hiring approximately 25 police officer recruits and laterals over the next year.

To assist us in our hiring, recruiting, and community education efforts as to what being a Tempe Police employee is about, two versions of a recruitment video were recently finalized. A lot of hard work and energy by a multitude of police and external city employees went into the making of this video and I would like to thank everyone involved for their efforts. I have attached links to the videos and after watching them, I'm sure you will agree it exemplifies the caliber of employee we look to recruit, train, and retain as we work together to keep our community safe.

Stay Safe and Keep Up the Great Work!!

Tom Ryff
Chief of Police

<http://www.youtube.com/watch?v=cN-LfXH9HM4> (Short)

<http://www.youtube.com/watch?v=WjEG1fUnTkM> (Long)